

FALSE MODESTY ^{TO BE TOO}
SELF CRITICAL — SUPPORT GENERALLY
IS DOING A GOOD JOB —
MET IS CONSCIOUS OF THE
TEAM EFFORT NEEDED — WHICH MEANS
SHARING IDEAS & PROBLEMS —
NO FALSE STANDARDS OR "NEED
TO KNOW" (SEE OYR MEMO)
DE SUPPORT

Pick up some or
WORDS — # 2 & 3 & 4

NOTE 5 — EXEMPLIFIES
AN ATTITUDE —

(1) OWE HIM A RESPONSE
TO # 6)

1 LINE TIENTSEN'S # 10
NOTE ALSO 1ST # of 3

See D/PERS' SECOND #

FILE Q & M

I DIRECTOR - YOUTH FORUM

COMMUNICATION -

DEPUTY - PAPER IN K/DIA

TO BE PASSED TO DCI

WHAT SHOULD WE SAY TO DIRECTOR?

CONSIDER POSSIBILITY - STATE OF THE AGENCY

FRI -

II WHAT ARE WE DOING?

WHAT ARE WE NOT DOING?

WHAT ARE WE TALKING ABOUT - ? -

WHAT IS COMMUNICATION?

WHAT SHOULD BE COMMUNICATED?

FACTS, PLANS, POLICIES, EXPLANATIONS,
PHILOSOPHY, ATTITUDES?

DO ACTIONS SPEAK LOUDER THAN WORDS?

IS THE FORM AS IMPORTANT AS THE SUBSTANCE?

DOES THE FACT OF A DIALOGUE JUSTIFY ITSELF?

III BLOCKS -

WE MUST WANT TO COMMUNICATE - WHICH
MEANS LISTENING AS WELL

INVOLVES RESPECT FOR THE INDIVIDUAL AND HIS
RIGHT TO HAVE BELIEFS

IT TAKES TIME AND HONEST ATTENTION
SELFISHNESS OR PERSONAL (JOB) INSECURITY
HIDING UNDER THE CLOAK OF EFFICIENCY
OR NEED-TO-KNOW

GENERATION PROBLEM - MAYBE WE ARE THE
ONES WHO ARE OUT OF TOUCH

IV IS THE SOLUTION IN MECHANISMS OR ATTITUDES?
WHAT?

NOT CONFINED TO JUST THE YOUNG - THOSE IN
THE MIDDLE COMPLAIN (MID CAREER EXPERIENCE)
IS IT A DIFFERENT PROBLEM?

COMMUNICATION

1. MUST WANT TO COMMUNICATE
2. SELFISHNESS OR INSECURITY
UNDER THE CLOAK OF
SECURITY, EFFICIENCY, OR
NEED TO KNOW
3. TAKES TIME
4. RESPECT FOR INDIVIDUAL

Support chiefs meetings - C.S. + other
Information sources instead of cuty.

Support Bulletin

5th Monday sessions
Staff and Division Chief Briefings on their
ground.

Trends and Highlights
Problem Solving Seminars
Weekly Staff meetings
Daily Room meetings
CMB

ILLEG

Communication laterally in period -
need-to-know, computerization.

Products of the Agency not available to
most employees - Estimates;
Intelligence Bulletins - etc.

In some kind of in-house Bulletin -
Estimate possible semi; bi; or
monthly e.g.

In. Officer training - need for old hands
to keep professionally current academically -
to be able to speak modern language.

Plans & Programs - Objectives goals of the Office - Directorate not known to most employees - Most don't know where they fit in the overall scheme of things this FY - or during the 5-yr. planning period.

Young people want to participate - have their presence be felt and make a contribution - not just sit and listen. They need problems to solve and the time to solve them.

Many of the problems - gripes - they identify have been talked with for years by present managers - Youth needs to know that present problems exist not because managers have done - or are willing to do nothing; but present managers have done best they can, or best they know how to do; we don't need youth to identify problems - we need them to provide solutions starting where present managers leave off - re-inventing the wheel and what's been avoided

Perhaps management could list some of the long term nagging problems, describe briefly their history, and solicit new ideas -
e.g. Fitness Reports; career service;
cafeteria management; parking; NDC;
lack of headroom; promotion;

Identifying problems is relatively easy -
doing something about them is
an entirely different matter.

~~JACK~~

DCI COMMENT RE HIS AND OTHERS OPEN DOORS -
IT AIN'T SO! -

COMMUNICATION PRODUCES UNDERSTANDING